

Employer: The New York State Labor Law specifies your responsibilities, maximum hours, and stipulates penalties which relate to the employment of this minor. Particular reference is made to section 14A of the Workmen's Compensation Law which provides double compensation and death benefits for minors unlawfully employed. Additional awards under this section are not covered by insurance and must be paid by the employer.

When school is in session:

- more than 4 hours on days preceding school days; more than 8 1/2 hours on Sunday and holidays; 6 days in any week for a maximum of 28 hours per week.
- between 10 p.m. and 12 midnight on any day without written consent of parent or guardian and certificate of satisfactory academic standing from the minor's school.
- between 10 p.m. and 12 midnight on days not followed by a school day without written consent of parent or guardian.

When school is not in session:

- more than 8 hours on any day, 6 days a week for a maximum of 48 hours.

Minors 16 and 17 years of age may not be employed in hazardous occupations such as construction work, helper on a motor vehicle, operation of various kinds of power-driven machinery and others listed in section 133 of the New York State Labor Law.

Minors may not be employed during the hours they are required to attend school.

Student General Employment Certificate

Employer must accept this certificate if it has been altered or defaced in any manner. Before accepting it, identify the minor presenting the certificate as the minor named thereon. Note expiration date. File certificate (subject to inspection by lawful authority) at place of employment. Upon termination of minor's employment, return certificate to the minor or the issuing authority of the school whose name appears on the front of the certificate.